This Issue of the A. F. of L. Weekly News Service Consists of 2 Pages

The A. F. of L. Weekly News Service gives news accounts and editorial interpretations of matters affecting labor occurring in the industrial, legislative, and judicial fields, and contains other information of benefit to the trade union movement.

AMERICAN FEDERATION OF LABOR

WEEKLY NEWS SERVICE

As long as you live, keep learning how to live.—Seneca.

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WHOLE NO. 1431 WILLIAM GREEN, President WASHINGTON, D. C., SATURDAY, SEPTEMBER 17, 1938 FRANK MORRISON, Secretary-Treasurer VOL. 28, NO. 38

McInerney Cites Big Achievements Of A. F. of L. Building Trades

Fifty-Six New Building Trades Councils Established, President of Building and Construction Trades Department Asserts; Other Gains Include Billion Dollar Public Works Program to Provide Jobs for Unemployed; Abolition of Job Training and Discrimination Against Skilled Workers and Provision for Prevailing Wage Rates on WPA Projects; $800,000,000 Federal Appropriations for Low-Cost Housing; Stabilization of Wage Rates On Federal Housing Projects.

By A. F. of L. Weekly News Service.

A factual account of the achievements of the Building and Construction Trades Department of the American Federation of Labor characterized the Labor Day statement issued by Joseph A. McInerney, president of the Department.

Pointing out that this year the Department celebrated its thirtieth anniversary, Mr. McInerney said the progress of the Department was strongly illustrated by the fact that fifty-six new local building trades councils have been formed since January 1, 1938.

Confronted with a tremendous amount of unemployment among building trades workers due to the continued slump in building construction, he said the Department mobilized all its influence in support of larger appropriations for both public works under the Public Works Administration and work relief under the Work Relief Administration.

In addition, an increase to $800,000,000 in the appropriations to promote low-cost housing and slum clearance was secured.

There were also certain abuses prejudicial to the interests of building trades workers that had developed in connection with WPA projects—substitution of skilled for unskilled workers, training on the job, and the payment of less than prevailing occupational wage rates. Through the intervention of the Building and Construction Trades Department these practices were corrected by Works Progress Administrator Hopkins.

Impressed with the fact that some Federal housing projects were delayed by labor disputes, Mr. McInerney said the Department made an arrangement with the U. S. Housing Authority whereby wage rates on U. S. H. A. projects were stabilized and the elimination of jurisdiction disputes promoted.

In conclusion, he pointed out that as a further stimulation to housing construction the Building and Construction Trades Department supported lower interest rates and more liberal Federal insurance of housing mortgages.

The text of Mr. McInerney's Labor Day statement follows:

THIRTY YEARS OF PROGRESS

February 10, 1938, marked an important milestone in the progress of building trades unions. It was on February 10, 1908, that the Building Trades Department was formed. So this year National and International Unions in the construction industry, their local unions, and the building trades councils throughout the country, proudly noted the culmination of thirty years of progress and achievement for the building mechanics and laborers organized into unions.

The past year was a difficult one for the building trades. The volume of construction declined sharply in August, 1937, and continued to fall, reaching a low in February and March of 1938. Although residential building began a substantial revival early in the year, the effect on the total construction volume was small, and as the result unemployment persisted among the large mass of building workers. This situation presented an exacting test to the building trades unions—a test of their vitality, strength and effectiveness.

FIFTY-SIX NEW BUILDING TRADES COUNCILS FORMED

Not only did the unions withstand this test unflinchingly but, despite the pressure of unemployment, they made a record showing of growth in membership and of improvement in labor standards and working conditions.

From the outset the officers of the Building Trades Department were determined to mobilize the entire resources of the building trades unions in a fight against unemployment and against lowering the existing wage standards. The effectiveness of the Department's leadership was shown not only by the overwhelmingly unanimous response of the member unions but also by the unprecedented number of new unions which joined the ranks of organized building labor. New locals were formed by National and International unions in every trade and new building trades councils were established in many communities. In the past nine months alone 56 new local building trades councils have been formed.

ENLARGED PUBLIC WORKS PROGRAM FOR UNEMPLOYMENT RELIEF

The foremost objective of building labor was to bring about a revival in building construction in order to reduce and ultimately stamp out unemployment among building workers. To this end Labor pressed for the revival and expansion of a Federal Public Works program.

As early as January 7 the views of the Building and Construction Trades Department were presented to the special Senate Committee investigating unemployment and relief, stating that "it is imperative that a variegated program of public works be continued, not on a diminished scale but on an extended scale."

At this hearing organized Labor demanded that "immediate steps be taken to revitalize our public works program and to approach the construction of public works in terms of a carefully developed long term program. Such a program should budget and estimate in advance our needs for public works projects so that complete plans would be available and projects developed at least three years in advance of normal construction schedules.

"In this way, it would become possible to build projects of the type for which the need is greatest; to build projects which would definitely add to our national wealth and which would fit into a general plan of development of our national resources to the utmost advantage; and last but equally important, to build projects at the time when heavy construction on a broad scale would help stabilize the construction industry, prevent stagnation of building materials industries and avert stoppages in building trades employment.

APPROPRIATION OF $1,365,000,000 FOR USEFUL PUBLIC WORKS SECURED

"Everyone is familiar with the notable record of P.W.A. in the past four years. That record speaks for itself. But during the past year, this program has been gradually curtailed. No new projects have been authorized. The curtailment of the public works program at this time would help deepen the already acute crisis in the construction industry.

"The continuation of the public works program cannot fail to have a stabilizing influence on the construction industry generally and on the building employment particularly. But it is equally important that at this time we give full recognition to the pressing need for long range planning of public works on a permanent basis by a permanent agency which with calm judgment and cold facts would be equipped to deal with the emergency situations when they arise in the future."

In response to Labor's plea for the revival of the Public Works program, the Work Relief and Public Works Appropriation Act of 1938 authorized the expenditure of $1,365,000,000 in order "to increase employment by providing for useful public works projects" socially useful and permanent in character. All of the new P.W.A. projects will be initiated by January, 1939.

DISPLACEMENT OF SKILLED WORKERS BY UNSKILLED WORKERS ON WPA PROJECTS

The Building Trades Department and its affiliated unions were also on the alert to assure the union building workers full share of participation in the W.P.A. program and the maintenance of prevailing wages on all W.P.A. projects. In supporting the additional appropriation of $250,000,000 for the balance of the fiscal year 1937-38 the Building and Construction Trades Department focused the attention of Congress on certain abuses which had become widespread on W.P.A. projects.

Labor pointed out that during the preceding year W.P.A. had for the first time extended its activity to in-

(Continued on Page 2)

Meat Cutters Renew National Agreement With Retail Meat Dealers Association

Contract Covers Thirty Thousand Retail Stores Operated By Association Members.

By A. F. of L. Weekly News Service.

Chicago, Ill.—Patrick E. Gorman, president of the Amalgamated Meat Cutters and Butcher Workmen of North America, announced the renewal of the national agreement with the United Retail Meat Dealers Association of the United States, Incorporated, which covers approximately 30,000 retail stores operated by members of the Retail Meat Dealers Association.

Commended by Retailers

This National contract was commended highly by the delegates attending the Retail Meat Dealers Convention in Milwaukee during the week of August 8.

After reviewing the benefits of the National Contract during the preceding year, the advantages of national cooperation were fully understood and appreciated. There had been no strikes, no lock-outs and no sit-downs. Local Union agreements were religiously adhered to. Matters in controversy were submitted to the National Board, which is composed equally of International officers of the Butcher Workmen and National officers of the Retail Meat Dealers. Satisfactory settlements were made in all cases coming before the Board.

Provisions of the Agreement

The National Agreement can be summed up briefly as outlined in Article 2 of the contract, which is as follows:

"Both parties recognize the need and importance of cooperation between the Retail Meat Dealer and his employes and declare that such cooperation is a

(Continued on Page 2)

Political Candidates Are Defeated By C.I.O. Endorsement, Says Green

A. F. of L. President Declares Backing by Secession Group Was Fatal to David J. Lewis in Maryland; Opposes One-Man Civil Service Board.

By A. F. of L. Weekly News Service.

Chicago, Ill.—The endorsement of political candidates by the Committee for Industrial Organization means their defeat, William Green, president of the American Federation of Labor, declared in a speech before the convention of the American Federation of Government Employes, an A. F. of L. affiliate.

"That is what happened in Maryland," he added, where Representative David J. Lewis was defeated by Senator Millard Tydings in the senatorial primary of the Democratic party.

The caustic comment by Mr. Green on the political situation came in the course of an attack on the Committee for Industrial Organization, in which he emphasized the internal controversies now seething in that group, and claimed the American Federation of Labor had not only regained the membership lost when the unions associated with John L. Lewis rebelled, but had shown substantial increase.

C. I. O. Leaders Assailed as Subversive

Assailing the C. I. O. as a seceding group led by enemies of labor, Mr. Green asserted that these leaders advocated a subversive philosophy, the natural result of which was the wave of sit-down strikes and the seizure of private property.

But, he continued, the C. I. O. is breaking down, while the A. F. of L. is growing progressively stronger, because the Federation realizes that it will flourish only as long as private enterprise and industry flourish.

"The C. I. O. thought to destroy us through division, discord, bitterness and hate," Mr. Green went on. "But now the C. I. O. is seething, boiling in those influences. Their biggest unit, the International Ladies' Garment Workers, walked out on them. Their Auto Workers Union is torn by dissension. Their United Textile Workers Union has been destroyed.

"But the A. F. of L. has 5,000,000 members today and is getting more. We stand for solidarity and unity. That is evidenced by our Labor Day demonstrations. The C. I. O. could not raise a corporal's guard for a parade in any city that day.

"Are the C. I. O. leaders the friends of labor? They have sowed the seeds of hate. Tear off their masks and they are found to be the hypocrites, the real enemies of labor.

"The A. F. of L. has had conflicts before with secession groups and has always won. It is doing it again. For public opinion will not stand for the operation of an imported philosophy, principles contrary to Americanism.

"We are opposed to Nazism, Fascism and Communism in any shape or form. The A. F. of L. regards itself as an integral part of the Government. We believe in democracy and we will stand with other citizens in opposition to any attempt to substitute an autocratic and dictatorial form of government for the democratic one."

Opposes One-Man Civil Service Board

Earlier in his address Mr. Green declared that the American Federation of Labor would again oppose any effort to replace the U. S. Civil Service Commission with a single administrator, as was contemplated under the President's bill for the reorganization of the Executive Departments which was defeated in the Congress that ended last summer.

He said the American Federation of Labor "is not opposed to a practical, constructive reorganization measure, because we believe there is a need for improvements in the administrative set-up of our Government." But he questioned whether anyone believes that the Civil Service law would be administered in the spirit of the Civil Service if it was under the direction of one man, politically appointed under changing administrations.

Memorial Service for Virden Martyrs Will Be Held at Mt. Olive, Ill., Oct. 12

Commemorative Exercises Planned by Progressive Mine Workers Local Will Also Include Tributes to "Mother" Jones, "General" Bradley, and 21 Members of A. F. of L. Affiliate "Murdered Since 1932."

By A. F. of L. Weekly News Service.

The fortieth annual memorial service in honor of the miners killed in a labor war at Virden, Ill., in 1898 will be held at Mt. Olive, Ill., October 12, under the auspices of Local No. 35, Progressive Mine Workers of America, an affiliate of the American Federation of Labor. The bodies of three of the massacred men are interred in the Mt. Olive Miners' Union Cemetery.

The following letter announcing the memorial service was sent by Local No. 35, Mt. Olive, to the officers and members of the American Federation of Labor and the affiliated central bodies:

Local Union No. 35, Progressive Mineworkers of America, extends a cordial invitation to all members and officers of the American Federation of Labor to attend the annual memorial service in honor of the seven Virden Martyrs, Mary "Mother" Jones, "General" Bradley, and the twenty-one martyrs of the Progressive Mine Workers of America, at Mt. Olive, Illinois, Wednesday, October 12, next.

Tribute to Martyrs of Organized Labor

Thousands of union men and women and friends of labor are drawn to Mt. Olive each year, on October 12, to pay tribute to the martyrs of organized labor and to "Mother" Jones and "General" Bradley, who spent the greater part of their lives in waging a fight in behalf of the working man and woman. This year it is expected that a huge crowd will again participate in the services, for the Progressive Mine Workers of America is now affiliated internationally with the great American Federation of Labor and the presence of thousands of loyal AFL members to pay their homage to those who fought and died for clean unionism is anticipated.

Seven Miners Killed in Virden Massacre

The service this year will be the fortieth annual one held in honor of the Virden Martyrs, three of whom, Ernest Kaemmerer, Ernest Schmidt and Joe Gitterlie, lie buried in the Mt. Olive Miners' Union Cemetery.

These men were killed in a riot at Virden, Ill., October 12, 1898, which was precipitated by the importation of colored labor from Alabama by Operator Lukens of the Virden mine, who was endeavoring to break a strike. The operator attempted to get the imports into the mine under cover of gunfire from thugs stationed on the mine tip-

(Continued on Page 2)

Women Workers Favored in Old-Age Insurance Under Social Security Act

Miss Dewson, Social Security Board Member, Says Their Benefits Are "Comparatively Better" Than Working Men Receive; Worker Paid Wages of $15 Per Week For 30 Years Will Receive $32 Monthly Pension at 65 Years; $25-a-Week Worker Will Get $40 a Month.

By A. F. of L. Weekly News Service.

The fact that women workers in some occupations are paid lower wages than men is an injustice that all progressive citizens would like to see remedied. But when it comes to old-age insurance benefits under the Social Security Act the women workers with small remuneration have certain definite advantages over men workers, according to Miss Mary W. Dewson, a member of the Social Security Board. In a statement entitled "Working Women and Old-Age Insurance Under the Social Security Act," she gives the details relative to this legislative anomaly.

"Women are covered by the Social Security Act on the same terms as men," Miss Dewson says. "That goes without saying. But in one way—a curious, paradoxical way—working women come off comparatively better than working men under the Act's old-age insurance program.

LOW-INCOME WORKERS FAVORED

"This happens for the very reason that women, as a rule, earn less than men and work a shorter time. That may not seem to make sense, but it does and for this reason:

"The old-age insurance plan is weighted in favor of the workers who earn the least. They get the most for their money when it comes to old-age benefits.

"Benefits do not take the place of better wages, of course. Nobody would say that. The point here is that even with a very low wage, a woman can build up an old-age benefit under the Social Security Act which will keep her from being dependent when she is old.

SCOPE OF BENEFITS FOR LOW-WAGE WORKERS

"Or take, for example, the girl who goes to work in a store or an office or a factory when she leaves high school and works until she marries—say five years later. Suppose she averages $15 a week during those five years. If she never earns another cent as long as she lives, she will have built up a claim to a Government check for $15.75 a month, beginning when she is 65. Add that to her husband's earnings or his insurance, and it will help out considerably in their later years.

"Even part-time wages, or wages for occasional work, if the job is covered, count toward old-age benefits. Home workers—women who work at home for manufacturers or contractors—mak-

(Continued on Page 2)

BEAUTY SHOP EMPLOYES REQUIRED TO REGISTER

Washington, D. C. (AFLWNS).—The District of Columbia Cosmetology Board, charged with the registration of beauty shop employes and operators under the new law enacted by the last session of Congress, reported that about 3,000 persons had registered before the deadline. Several hundred others failed to register. Unregistered beauty operators are required to take practical examinations, and persons convicted of operating without registration are subject to a maximum fine of $300 or up to six months in jail, or both.

$1,500 Base Pay and 35-Hour Week For Federal Workers Asked by American Federation of Government Employes

Chicago Convention Also Urges Optional 30-Year Service Retirement, Extension of Merit System, and Extra Salary or Leave for Overtime; Rejects Specified Efficiency Rating.

By A. F. of L. Weekly News Service.

Chicago, Ill.—The seventh annual convention of the American Federation of Government Employes, in session here, placed a $1,500 annual minimum wage and a thirty-five hour week for Government employes at the head of its legislative program for improving working conditions in the Federal service.

Legislative Program Adopted

The convention unanimously adopted a program calling for:

A $1,500 minimum wage for all full time employes with automatic pay increases set by law.

A five-day, 35-hour working week throughout the service without salary reductions.

Extension of the merit system to all branches of the civil government now excluded by law and extension of the classification act to the field services.

Optional retirement after 30 years of service, with retirement provision for employes discharged after 15 years or retired on account of disability at 60.

Extra salary or leave on compensation for overtime work, and provision for a night differential.

Payment of not less than the prevailing wage to craft employes in agencies not affected by wage boards or other salary fixing machinery.

Creation of an independent board of appeals, and provision for legal representation for employes in appeals cases.

Better pay and working conditions for employes in veterans administration facilities, for custodial employes, and for persons in Federal penal institutions.

Optional quarters, subsistence and laundry at uniform cost.

Provision for sexual equality and attention to length of service and experience in promotional examinations provided in President Roosevelt's executive orders of last June 24.

The convention rejected resolutions advocating establishment of a specified efficiency rating system and annual leave and sick leave for part-time employes. It referred to the national executive council for further study proposals for unemployment insurance, and low medical cost and hospitalization for Federal employes.

Machinists Gain Many Pay Boosts

Two Hundred and Fifty Recent Agreements Negotiated in Fifty-Two Cities Establish High Living Standards and Other Benefits for Thousands of Union Members.

By A. F. of L. Weekly News Service.

Washington, D. C.—An enviable record for A. F. of L. trade unionism in raising the living standards of workers through union agreements with employers is revealed in the current report by H. W. Brown, general vice president of the International Association of Machinists, covering the activities and achievements of the Association throughout the United States and Canada.

The report shows that during the six weeks ending September 10, 1938, the Machinists Association negotiated 250 agreements in 52 cities in 25 States. A considerable number of the agreements obtained higher wage rates and shorter hours for union members together with time and a half for overtime and double time for Sunday and holiday work in most instances. In addition, many of the agreements included paid vacations.

The wide geographical area covered by the Machinists Association is indicated by the States and Provinces in which agreements were negotiated. They were: California, Connecticut, Florida, Illinois, Idaho, Indiana, Iowa, Kentucky, Louisiana, Massachusetts, Michigan, Mississippi, Minnesota, New York, New Jersey, New Mexico, Ohio, Ontario (Can.), Oregon, Pennsylvania, Texas, Virginia, Washington, Wisconsin, Wyoming.

Sixty-Four Agreements in Sacramento

With regard to the number of agreements in the same town, Sacramento, California, took the prize. There the Machinists renewed union shop agreements with 67 firms.

East St. Louis, Illinois, is second on the list with union shop agreements renewed with 50 garages.

Then comes Shreveport, Louisiana, with 9 agreements negotiated with garage owners, followed by Des Moines, Iowa, with agreements negotiated with 6 bakery firms; Hollywood, California, with agreements negotiated with 5 theater supply companies, and New Orleans, Louisiana, with agreements negotiated with 4 iron works.

Typical Wage Increases

A survey of the wage increases secured by a few of the agreements indicate the important character of the

(Continued on Page 2)

TEXTILE WAGE BOARD SET UP BY ANDREWS

Donald Nelson, Official of Sears, Roebuck & Company, Heads Group Empowered to Recommend Minimum Pay Scales for 1,300,000 Workers.

By A. F. of L. Weekly News Service.

Washington, D. C.—Elmer F. Andrews, Administrator of the Wage and Hour Division of the U. S. Labor Department, appointed a committee to investigate wages in the textile industry and recommend minimum wage rates for the workers in the industry as defined by the Administrator. The textile industry committee was the first to be appointed under the Fair Labor Standards Act of 1938.

It was estimated that the scope of the textile industry as defined by Mr. Andrews includes more than 1,300,000 wage earners. The function of the committee will be to recommend a minimum wage scale of not less than the general 25 cents an hour minimum rate for all industries which goes into effect October 24, nor more than 40 cents an hour. The committee must be convinced that the recommended scale will not curtail employment.

Members of the Committee

Two representatives of the American Federation of Labor, Francis P. Fenton of Boston, head of the New England Division of the A. F. of L. National Council of Textile Unions, and H. A. Schrader, of the International Association of Machinists, Washington, D. C., were included in the employe members of the committee. The full membership is as follows:

Public Members—Donald Nelson, chairman, vice president, Sears, Roebuck & Co., Chicago; Grace Abbott of the University of Chicago, former chief, Children's Bureau, Department of Labor; P. O. Davis, Alabama Polytechnic Institute; E. L. Foshee, oil operator, Sherman, Texas; Louis Kirstein, president, Filene & Co., Boston; George Fort Milton, publisher, Chattanooga News, and George W. Taylor, economist, University of Pennsylvania.

Employe Members—Paul Christopher, Textile Workers Organizing Committee, Charlotte, N. C.; Francis P. Fenton, American Federation of Labor, Boston; Sidney Hillman, T. W. O. C., New York; R. R. Lawrence, T. W. O. C., Manches-

(Continued on Page 2)

MEAT CUTTERS SIGN UP 27 PLANTS IN CHICAGO

Agreement With Packers and Sausage Manufacturers Association Covers Three Thousand Employes.

Chicago, Ill. (AFLWNS).—Officials of the Amalgamated Meat Cutters and Butcher Workmen of North America announced the finalizing of a blanket closed shop agreement with all of the members of the Chicago Packers and Sausage Manufacturers Association.

The agreement covers all of the workers employed in the twenty-seven plants of the Association members located in Chicago.

Negotiations on this far reaching contract began in March, 1937, and continued for more than a year. One section of the agreement, which delayed its signing, was the question of a strictly closed shop, but this was finally agreed to by the Association.

Three thousand employes are covered by the agreement.

Federal Workers Problems Are Held Similar to Those of Other Workers

Propaganda to Separate Them From Trades Unions Spiked by A. F. of L. Government Employes Council; Canard That Federal Employes Are "Overpaid and Underworked" Punctured.

By A. F. of L. Weekly News Service.

Washington, D. C.—Efforts on the part of certain propagandists to drive a wedge between government employes and other working men and women are unavailing, according to information that has reached the American Federation of Labor Government Employees Council, composed of representatives of A. F. of L. unions made up of government employes.

The propaganda has at times been insistent and determined. Government employes, many of whom are of the white-collar group, have been told that they should not associate themselves with trade unionists. All manner of appeals to snobbery and self-interest were devised to keep government employes from unionizing, a right they possess as citizens of the United States, to gain privileges that only unionism can bring them.

300,000 Belong to A. F. of L. Unions

Conversely, efforts are constantly being made by propagandists to convince the working men and women of this country generally that government employes are overpaid and underworked, and that they should oppose the efforts of government workers to improve their wages and working conditions.

Both schemes have failed. There are now nearly 300,000 government employes, about 40 per cent of all who work for Uncle Sam, who carry cards in A. F. of L. unions, and the number is constantly growing. Moreover, while the propaganda adverse to government workers once carried some weight, the employes of private industry now recognize it for what it is—an effort to batter down standards in the government service, in order that the way may be paved for wage cuts and lay-offs in private industry.

"Overpaid" Bugaboo Shattered

The American Federation of Labor Government Employees' Council has been much gratified by the increasing community of interest between government workers and others, particularly those in the labor movement. As an example of the falsity of the claims of the propagandists that government employes are overpaid and underworked, it points to the fact that gov-

(Continued on Page 2)

$36,665,000 in Unemployment Benefits Paid Jobless Workers During July

$216,000,000 Distributed Since January 1; Weekly Payments For July Range from $7.44 in Tennessee to $12.65 in Utah.

By A. F. of L. Weekly News Service.

Washington, D. C.—Payment of $36,665,000 in unemployment benefits during July to insured jobless workers in 28 States brought the total distributed since the beginning of the year to approximately $216,000,000, according to an announcement by the Social Security Board.

Benefits Decrease

The amount of benefits paid during July decreased 8 per cent from the previous month, the first significant decrease since payments began, and was accompanied by a sharp drop of 21 per cent in the number of initial claims for benefits filed in States which paid benefits in June. Reemployment of workers who had been receiving benefits and fewer lay-offs were significant factors underlying these decreases, according to special reports to the Social Security Board from several States. However, exhaustion of wage credits of workers who had been receiving benefits must also be considered as a factor contributing to the reduction in the amount of benefits paid.

States in which there were decreases of 10 per cent or more in the amount of benefits paid in July were Alabama, District of Columbia, Maine, Maryland, Minnesota, New York, Oregon, Pennsylvania, Rhode Island, Tennessee, and West Virginia. Decreases of approximately $1,400,000 and $1,000,000 were reported by New York and Pennsylvania, respectively, while a considerable number of States showed drops in payments ranging from $200,000 to $500,000. The bulk of the decreases occurred in payments for total unemployment.

Analyzing the factors underlying this decrease, New Hampshire reported that large numbers of workers laid off in June in the shoe industry were re-employed in July. New York indicated that some seasonal employ-

(Continued on Page 2)

Garey Named Civil Service Counsel of American Federation of State, County and City Employes

Has Been Treasurer of U. S. and Canada Civil Service Assembly; Served Two Terms in Wisconsin Legislature.

By A. F. of L. Weekly News Service.

Madison, Wis.—The general executive board of the American Federation of State, County, and Municipal Employes announced the employment, effective October 1, 1938, of A. E. Garey, for 15 years director of personnel for the State of Wisconsin, as civil service counsel for the Federation.

Mr. Garey, a widely known expert in the field of civil service, will assist the A. F. S. C. and M. E. towards its objective of establishing civil service and the merit system for all state, county and municipal employes throughout the country. His new work will take him all over the country where he will be called by locals to help draft civil service statutes or ordinances, draft and promote adoption of state constitutional amendments where that is necessary in order to establish civil service systems, to help solve administrative problems and to remodel faulty systems now in effect.

He is a graduate of Milton college (Milton, Wisconsin) and received a mas-

(Continued on Page 2)

FRANCE REQUISITIONS STRIKING STEVEDORES

By A. F. of L. Weekly News Service.

Press dispatches from Marseilles, France, anounced that the French Government "requisitioned" the port of Marseilles under military powers with the purpose of ending the strike of a number of thousand dock workers which for two months had seriously handicapped water transportation at the Mediterranean seaport.

The requisition order was effected by 1,000 mobile guards, 250 policemen and scores of detectives under orders to arrest suspicious persons hanging around the docks and to arrest requisitioned workers who refused to work.

The Bordeaux Dock Workers Union passed a resolution supporting the Marseilles strikers and urging the French Confederation of Labor to fight for the strict enforcement of the 40-hour week which Premier Edouard Daladier recently suspended in certain industries so that longer hours might be imposed for the alleged reason of solidifying national defense.

McInerney Cites Big Achievements Of A. F. of L. Building Trades

(Continued from Page 1)

clude in its projects the construction of buildings which calls for the work of a large number of building mechanics, helpers and laborers. These projects included the building of school houses, fire stations, libraries and other public buildings which until then had been constructed by building labor through regular employment under contract.

It was emphasized that this practice tended to displace skilled mechanics regularly employed by contractors, by unskilled and semi-skilled workers. It was also pointed out that on these projects W.P.A. maintained no rules, standards or requirements which would insure sufficient skill and training on the part of the worker to qualify him for the proper performance of the job.

ABOLITION OF WPA "TRAINING ON THE JOB" DEMANDED

Labor also assailed the centralized program of so-called training on the job carried out by the terms of Federal Bulletin No. 19. In a statement presented at the hearing our Department said:

"We want to go on record as supporting a government program of education and training of the unskilled, and of rehabilitation of persons who have long been unemployed. But we do not believe it wise or desirable to undertake such a training program, when it will increase the number of persons attached to an industry in which such serious unemployment already exists, as exists in the construction industry.

"A further objection to this method of training is, that persons so trained cannot be considered qualified building construction mechanics. Yet they are partially trained, and thus put in a position where they become a danger both to the standards of work and to the wages and working conditions of fully qualified building trades mechanics."

WPA ADMINISTRATOR ORDERED ABUSES CORRECTED

At the hearings in support of the Work Relief Appropriation Act of 1938 Labor gave its unqualified backing to the appropriation of $1,425,000,000 for the emergency W.P.A. program, but stressed that this appropriation must be conditioned on the elimination of the existing abuses. Representatives of the American Federation of Labor reported to Congress at the hearing that they had reached an agreement with the W.P.A. Administrator, Harry L. Hopkins, in which he assured Labor that the existing practices will be corrected.

As a result of this agreement, General Letter No. 183 was issued by the W.P.A. Administrator. This letter called upon all State Administrators to review and correct all occupational classifications and rates of pay of mason tenders, plasterer tenders, concrete workers, caisson workers, tending carpenters, building and construction laborers and laborers on bridges, viaducts, streets and tunnels.

PREVAILING "OCCUPATIONAL RATES OF PAY" SECURED FOR WPA PROJECTS

In the General Letter No. 184 Administrator Hopkins called the attention of State Administrators to the fact that sponsors on some projects have maintained rates of pay lower than the occupational rates prevailing in the locality.

In conformity with Labor's demand, the letter reiterated that it was the policy of W.P.A. "that the rates of pay for all persons engaged upon projects, whether paid from Federal funds or paid directly by the sponsor, should be not less than the occupational rates of pay prevailing in the locality." To carry out this policy Administrator Hopkins instructed all State Administrators to make arrangements with sponsors to the end that prevailing wages be maintained on all projects.

$800,000,000 FUND OBTAINED FOR LOW-COST HOUSING AND SLUM CLEARANCE

One of the outstanding achievements of the Building Trades has been their successful effort to secure the enactment of low-rent housing and slum clearance legislation. When the United States Housing Act, originally sponsored by the Building Trades Department, went into operation on November 1, 1937, it made available $500,000,000 for loans to local housing authorities for low-rent housing projects. Through the efforts of organized Labor the passage of an amendment was secured in Congress increasing the loan authorization of the United States Housing Authority to $800,000,000.

LOCAL LABOR HOUSING BOARDS FORMED

Under the general direction of the Housing Committee of the American Federation of Labor local labor housing committees were set up in all parts of the country, affording local unions an opportunity to work effectively for the development of the housing program locally. Because of the creation of these local labor housing committees our unions have secured direct Labor representation on 50 local housing authorities in cities where the program has been brought under way.

WAGE RATES ON FEDERAL HOUSING PROJECTS STABILIZED

Through an understanding reached between the United States Housing Authority and representatives of building labor in various cities, the wage rates in effect at the time work is commenced on the U.S.H.A. projects are to remain in effect until their completion. Resolutions to accomplish this purpose and to eliminate stoppages of work caused by jurisdictional disputes on U.S.H.A. projects, have to date been passed by 70 building trades councils and 184 local unions.

MORE LIBERAL FEDERAL INSURANCE OF HOUSING MORTGAGES SUPPORTED

In addition to the program of public works and low-rent housing, Organized Labor strongly backed the amendments to the National Housing Act of 1934 designed to stimulate the revival of home building by making Federal insurance of mortgages available on more liberal terms and at lower interest rates. At the same time Labor successfully opposed the application of a nation-wide annual wage plan designed to reduce the hourly rates of building mechanics and laborers.

INCREASED EMPLOYMENT AND LABOR STANDARDS PROTECTION

The combined effect of the low-rent housing and slum clearance program under the U.S.H.A. and increased activity by the F.H.A. under the 1938 amendments has already resulted in a marked upturn of housing construction in the summer of 1938. Thus the growing unemployment and hopelessness facing building trades workers at the beginning of the year has given way to increased employment and full assurance that labor standards, painfully built up through generations of collective bargaining, will be protected.

The Labor Day of 1938 offers to the union building tradesmen the assurance of more work, steadier employment and better conditions. Let us mark this Labor Day as the decisive step in building Labor's march toward a better and more prosperous future.

$36,665,000 in Unemployment Benefits Paid Jobless Workers During July

(Continued from Page 1)

ment may have been responsible. Rhode Island, Vermont, and Virginia reported that exhaustion of wage credits and re-employment of benefit recipients contributed to a reduction in the amount of benefits paid out in those States.

Number of Initial Claims Filed

While the number of initial claims for benefits filed in the 25 States which had been paying benefits in June showed a sharp decline, the large number of claims filed in Iowa, Michigan, and South Carolina, where benefits first became payable in July, raised the total for all States above that of the previous month. More than 323,000 initial claims were filed in these three States alone. Of the 25 States which paid benefits in June, only four reported an increase in the number of initial claims filed during July, and in no case was the increase greater than 6 per cent. In the 21 States where these claims decreased, the reductions ranged from 5 per cent in Texas to 42 in Massachusetts.

Small Average Payments

The average payment for total unemployment in 18 States for which data are available was $10.90, ranging from $7.44 in Tennessee to $12.65 in Utah. Payments for partial unemployment averaged $5.72, and ranged from $4.57 in Wisconsin to $7.23 in Utah.

The number of claims filed in each State for unemployment insurance indicates largely the immense field covered. In Michigan, 290,799 claims were filed; in New York 168,457; in Pennsylvania 67,031, and in California 48,709.

At the bottom of the schedule the following States are listed: Vermont, 1,630 claims filed; District of Columbia, 2,176; Arizona, 2,215; Utah, 4,164.

Meat Cutters Renew National Agreement With Retail Meat Dealers Association

(Continued from Page 1)

great American ideal, which the parties should strive to attain. It is further recognized that such cooperation is not possible except through fair and friendly negotiations between the true representatives of the employers and employes. For this purpose a high degree of organization among the Retail Meat Dealers on one hand and among the Meat Cutters & Butcher Workmen on the other hand is essential; therefore, it is the declared policy of both parties that they will cooperate to enlarge and widen their respective organizations to include a greater percentage of the persons engaged in the Retail Meat Industry.

"The Association does hereby recognize the Union as the representative of the Meat Cutters & Butcher Workmen engaged in the Retail Meat Industry and does hereby designate and accept the Union as their sole and Exclusive Bargaining Agent.

"The Union recognizes the Association as the representative of the Retail Meat Dealers and does hereby designate and accept the Association as their preferred Bargaining Agent."

Garey Named Civil Service Counsel of American Federation of State, County and City Employes

(Continued from Page 1)

ter's degree in political science from the University of Wisconsin. Later he entered the law school of the University of Georgia from which he was graduated in 1918. For several years he practiced law and later served as a state senator during two sessions of the Wisconsin legislature. In 1923 he was appointed director of personnel for the State of Wisconsin in which capacity he will have served until his resignation on October 1.

For ten years Mr. Garey served as treasurer of the Civil Service Assembly of the United States and Canada and on various occasions was called out of Wisconsin to assist other civil service agencies in a consulting capacity. In 1936 he took a year's leave of absence from the Wisconsin service to represent the Civil Service Assembly as a special representative on the West coast. Mr. Garey took an active part in organizing the Wisconsin State Employes Association, now Local No. 1 of the A. F. S. C. and M. E., and has been an active member of the local during the last six years.

AFL Unions in Toledo May Buy Headquarters

Toledo, Ohio (AFLWNS).—The purchase of a three-story building as permanent headquarters of the A. F. of L. unions in Toledo is visioned by a number of labor officials here. For some time the Central Labor Union and the Building Trades Council occupied the second story of the building at 912 Adams street. Recently the Building Trades leased the third floor, giving the Central Labor Union much needed additional space. It is believed that the continued growth of the A. F. of L. unions warrants the acquisition of the entire building.

A.F.L. CEREAL WORKERS WIN JERSEY CITY PACT

Agreement With R. B. Davis Company Recognizes Union as Exclusive Bargaining Agency and Establishes 40-Hour Week.

Jersey City, N. J. (AFLWNS).—The agreement recently negotiated by Flour, Cereal and Baking Powder Workers Local No. 21503, A. F. of L. affiliate, with the R. B. Davis Company, of Jersey City, contains a number of up-to-date provisions beneficial to union members.

In addition to recognizing the union as the exclusive representative of the production workers who are paid on an hourly basis and who are members of the union for the purpose of collective bargaining on wages, hours and work conditions the agreement stipulates that when requiring unskilled help the union shall have preference in supplying such help in accordance to specified hourly and daily wage rates.

Forty hours are fixed as a week's work with time and one-half for overtime, with the provision that employes working overtime shall not be laid off to equalize overtime work.

The shop steward is paid $2 per week over the scale, and is given the added advantages of being first in point of seniority and the last man to be laid off.

Lay-Off Rules

When employes are dismissed owing to lay-offs they are given one week's notice or one week's pay provided they have been employed not less than three months. This rule does not apply to employes dismissed for cause. There is also a rule which provides that when any department requires fewer employes they shall be laid off in the inverse order of employment according to department seniority. In the event of a general lay-off or shut down, when the majority of the employes are not working, plant seniority is substituted for department seniority.

In case of incapacity for employment from illness or accident arising out of and in the course of employment, employes are reinstated in employment for which they are reasonably suited when fully recovered from such incapacity.

In addition to the usual six legal holidays with pay there is a provision for one week's vacation with pay during the months of June, July or August for all workers who have been employed by the company for one year, the week when the vacation is taken to be selected by the company.

Sunday work is paid double time with the exception of watchmen, firemen, or others who regularly work on that day.

There is also a provision that the officer of the union may confer with the company during regular working hours for discussing and adjusting grievances, with the stipulation that the union shall file with the company a list of the names and addresses of all union officers and agents so that the company may promptly contact them.

Wage Rates Fixed

The wage rates range from 45 cents per hour for female workers to 67½ cents for general utility men, cleaners and weighers, 62½ cents for general workers, 65 cents for shipping and receiving room employes and elevator operators, 67½ cents for mixers, 80 cents for machine tenders (skilled), and 90 cents for mechanics and firemen (skilled).

Women beginners are paid a minimum rate of 40 cents per hour for the first two months and men beginners a rate of 50 cents per hour for the same period.

PETERSBURG PACT AIDS UNION LUGGAGE WORKERS

Agreement With American Hardware Company Includes 40-Hour Week, Overtime Pay, and Other Union Conditions.

Petersburg, Va. (AFLWNS).—The recent negotiation of an agreement with the American Hardware Company, Inc., of Petersburg, by the Luggage Department of the International Ladies' Handbag, Pocketbook and Novelty Workers Union, an affiliate of the American Federation of Labor, should not be overlooked in contracts bringing tangible benefits to union members.

The settlement of the controversy following several months of negotiations and the threat of a strike included the preferential shop, wage improvements, 40-hour week, extra pay for overtime, seniority, and arbitration provisons for the settlement of disputes.

The union committee negotiating the agreement was headed by Murray Baron, general manager of the luggage department and vice president of the international union.

Assistance in settling the controversy was also given by Federal and State Conciliators John Conner and Frank Kruck. James Price, Governor of Virginia, took a personal interest in the settlement, designating Representative Thomas B. Morton, State Commissioner of Labor, as his personal representative. Assistance was also rendered by John Titmus, vice president of the Virginia State Federation of Labor, and E. Harold Thompson, a Richmond attorney.

The American Hardware Company employs 1500 workers, members of Locals 52 and 54 of the International Union.

When the agreement was finalized, Mr. Baron made the following statement:

"Without doubt the establishment of union control within the American Hardware Company is of immeasurable significance. The company has operated as an open shop for over 50 years. Besides being the largest manufacturer of its kind in the world, the company has heretofore successfully resisted unionization. Our International Union rallied behind the Luggage Workers to a degree that contributed towards the eventual settlement. The Luggage Department of the International Union is now a solidly established force in the industry, representing over 30 per cent of the workers."

FHA INSURED 108,738 HOME LOANS IN 1937

By A. F. of L. Weekly News Service.

Washington, D. C.—The large field entered by the Federal Housing Administration in residential mortgages not regarded as proper investments by private lending firms is indicated in the report that during 1937 the Administration accepted 108,738 mortgages for insurance representing an aggregate sum of $447,519,716 for the year.

The lack of mortgage funds for home building and buying in communities remote from money centers is revealed in the Administration's statement that 16 per cent of all single-family mortgages insured during the year were in communities with populations of less than 2,500, while 58 per cent were in cities of less than 100,000 population.

Memorial Service for Virden Martyrs Will Be Held at Mt. Olive, Ill., Oct. 12

(Continued from Page 1)

ple and at other concealed points of vantage. The union men of Virden, Mt. Olive and vicinity successfully resisted the operator's effort, but suffered the loss of seven of their number, who are now termed the "Virden Martyrs."

"Mother" Jones and "General" Bradley Honored

"Mother" Jones, who fought the battles of all union men, but especially those of the miners, also lies in the Mt. Olive Union Cemetery, buried there in November, 1930, in accordance with one of her last requests. On her death-bed she said: "Lay me to rest beside my boys in Mt. Olive, and let no traitor draw breath over my grave." Her wish was respected, and she now rests beside her "boys."

"Mother" Jones, who lived to the mellow old age of 100, fought John L. Lewis for years and with her dying breath expressed the hope she would live to see the day when he would be licked and the union saved from the racketeers who dominated it.

"General" Bradley, leader of the miners in '98, likewise lies at rest beside his "boys." While none of the 21 P. M. W. of A. martyrs, who have been murdered since 1932, are interred in the Mt. Olive Cemetery, they are paid the respect and honor due them along with the others on Oct. 12.

Monument to Martyrs in Miners' Cemetery

At the services in the cemetery two years ago, a beautiful monument, erected through funds subscribed by the members of the P. M. W. of A. and Women's Auxiliary and friends, was dedicated to the memory of "Mother" Jones, "General" Bradley, and the Virden and P. M. W. of A. martyrs. Fifty thousand persons witnessed the ceremony, the largest crowd to ever assemble in the coal fields of Illinois. Those who have not seen the monument should make it a point to attend the services this year to view it.

The memorial services are opened in the morning at the cemetery with fitting addresses and musical numbers. In the afternoon a meeting is held in the tree-shaded Mt. Olive City Park.

Many Speakers Listed for Memorial Service

Prominent speakers and fine entertainment are always on the program. International President Joe Ozanic of the P. M. W. of A.; C. F. Keeney, Organizer for the International Union of the Progressive Mine Workers of America, District No. 2, and former President of the U. M. W. of A., District No. 17; Herman Eccher, Organizer, I. U. P. W. of A., District No. 3, Kansas; A. E. Soward, Organizer, I. U. P. W. of A., District No. 4, Kentucky; Frank Dillon, General Representative of the A. F. of L.; Rev. John S. Brockmeier, pastor of St. Barbara's Parish, Springfield, Ill.; and probably President William Green of the American Federation of Labor and others will be the speakers. The day's activity is closed with the presentation of a program of speaking and entertainment in a local hall.

Every union man and woman connected with the Progressive Mine Workers of America and the American Federation of Labor is urged to make a special effort to be present in Mt. Olive on October 12. There is no better way of showing respect and honor for those who have given and those who have spent their lives in order that the cause of real American unionism might be advanced in the United States.

Fraternally yours,

Lester DeWall, president; Louis Karlovic, secretary; Richard Engelman, Mike Dragovich, Ben Kunz, October 12th Memorial Committee, Local Union No. 35, P. M. W. of A., Mt. Olive, Illinois.

Federal Workers Problems Are Held Similar to Those of Other Workers

(Continued from Page 1)

ernment employee unions include the National Association of Letter Carriers, the Railway Mail Association, the National Federation of Post Office Clerks, and District No. 44, International Association of Machinists, all of which groups, as their names imply, are composed of employes whose duties clearly are such as to take them out of the alleged "overpaid and underworked" class.

As for the American Federation of Government Employees, which includes many types of government workers, a large part of its membership is made up of hospital attendants, prison guards, Lighthouse Service employes, custodial employes in government buildings, and others who, as any fair-minded observer would admit, are more generally underpaid than overpaid.

The recent primaries have afforded several illustrations of the unity of government employes and other trade unionists. Not only have many anti-labor candidates been "elected to stay home," but one notorious propagandist against government employes was retired, for the time being, at least, from public life, in a section where there are very few government workers, a circumstance indicating that industrial workers knew definitely what to do in his case.

Women Workers Favored in Old-Age Insurance Under Social Security Act

(Continued from Page 1)

ing baby's garments, bedspreads, quilts, lace, jewelry, toys, artificial flowers, and many other things we buy in the city stores—there women, too, are covered by this law. Many of them have work enough to make only $200 a year all told.

"At that, however, after 10 years' work, these women will be able to draw, when they are 65 years old, $120 a year, in payments of $10 a month as long as they live. If they have worked 20 years averaging $200 a year, their old-age benefits will amount to $15.83 a month.

"As for the women who keep on working at some regular job year after year, from girlhood up to 65, they of course build up a better income for their old age. Just as men do. After 30 years' work at pay averaging $15 a week or $780 a year, their benefits, if they stop working at age 65 will be $32 a month for the rest of their lives. At pay averaging $25 a week for 30 years, the retirement benefit is $45 a month. At pay averaging $50 a week, the benefit is $63.75 a month.

SMALL COST OF OLD-AGE INSURANCE

"It is true this insurance costs something. A few cents a week—one cent on each dollar of wages now, and gradually a little more every three years until 1949, but never more than 3 cents on the dollar. This is the worker's social security tax. It is taken out of her pay by her employer, and turned over to the United States Government with the same amount from the employer's own pocket. Because the employer pays half the 'premium,' so to speak, the old-age insurance plan set up in the Social Security Act gives the worker an extraordinarily good return on his money.

"Compare the benefits with the worker's taxes: The girl on $15 a week for five years, beginning January 1, 1937, pays a total tax of $46.80 in that time. If she begins to draw benefits at 65, and lives to be 75 years old, her monthly benefit checks for $15.75 all that time will amount to $1,800 in all. That is more than 40 times the amount of taxes she has paid. If she should not live to receive any of her benefits, her family or 'estate' will receive a lump sum amounting to $136.50, or almost three times the amount of her taxes.

$45 MONTHLY PENSION FOR $25-A-WEEK WORKER

"The woman who works for wages all her life will of course receive much more than the girl on $15 a week for five years. If she averages $25 a week for 30 years, her monthly retirement benefit at age 65 will be $45 a month, and by the time she is 65 years old she will have received a total of $5,400. Her social security taxes from 1937 on will have amounted to $975 over the 30 years she was at work, so her benefits will be more than five times the cost to her.

LUMP SUM BENEFITS

"Women who have only a few years to work before they are 65, and whose wages are very low, or very irregular, may not be able to build up a monthly retirement benefit under the Social Security Act. They will receive, however, a single cash payment at age 65 which amounts to 3½ per cent of their total wages since 1936.

"Suppose, for example, a woman now past 63 is making about $7 a week most of the time. Suppose that from January 1, 1937, until she is 65 she earns, in all, $1000. That would entitle her to a single cash payment of $35. She would have paid $10 in social security taxes, but her benefit is 3½ times her taxes.

"In other words, whether the worker builds up monthly retirement benefits, or only a single cash payment at age 65, she may be sure of getting her money back with interest. Usually she gets back several times her tax money."

TEXTILE WAGE BOARD SET UP BY ANDREWS

(Continued from Page 1)

ter, Conn.; Emil Rieve, T. W. O. C., Philadelphia, and H. A. Schrader, International Association of Machinists, Washington.

Employer Members—G. Edward Buxton, Androscoggin Mills, Providence; Charles A. Cannon, Cannon Cotton Mills, Kannapolis, N. C.; Robert Chapman, Inman Mills, Spartansburg, S. C.; John R. Cheatham, Georgia Kinkaid Mills, Griffin, Ga.; John Nickerson, Cheney Brothers Company, New York; Seabury Stanton, Hathaway Manufacturing Company, New Bedford, Mass., and R. R. West, Riverside and Dan River Cotton Mills, Danville, Va.

Committee's Authority Defined

The textile industry committee will recommend minimum wages to be paid by employers manufacturing and finishing yarns and fabrics other than wool and hosiery, and including closely related operations that cannot be separated from that group satisfactorily. Wool hosiery and worsted woven goods were omitted from the committee's jurisdiction because a determination covering the manufacture of these articles did not appear to be an immediate requirement, and because it was deemed advisable to make the committee as small as possible and still cover closely related trades.

The administrative order included a letter to Chairman Nelson in which Mr. Andrews indicated his intention of adding to the committee's jurisdiction certain related textile operations, and a request that the committee recommend a definition of these operations, which include the processing of woven or knitted fabrics and the manufacture and finishing of certain yarn and woven goods.

After making its investigation the committee will file its report and recommendations with Administrator Andrews. If he approves the recommendations, he will issue an order making them effective. If he does not approve the recommendations, he may refer the matter back to the same committee for further consideration or to a new committee. Under the Fair Labor Standards Act the administrator is not permitted to change the committee recommendations.

INDIANAPOLIS FIRM'S WORKERS VOTE FOR AFL

C. I. O. Overwhelmingly Defeated by Employes of Seymour Woolen Company.

Indianapolis, Ind. (AFLWNS).—As the fitting climax of several months' struggle with the C. I. O. and a company union the Woolen Workers Federal Labor Union No. 21367, an affiliate of the American Federation of Labor, won a notable victory for bona fide trade unionism when the employes of the Seymour Woolen Company here voted overwhelmingly for the A. F. of L. union as their representative for collective bargaining. Out of a total vote of 209, the A. F. of L. secured 123 votes, and the C. I. O. 7, with 74 blank ballots and five challenged.

The strong fight made by the A. F. of L. union dates back to its organization in November 1937. To combat the union the company began laying off union members and started a company union, and declared that if the employes joined the A. F. of L. union the plant would be removed from Seymour.

Conciliator Schaeffer of the Indiana State Labor Division intervened in the case and persuaded company officials to consent to a vote of the employes; but the fact that the superintendent of the company was permitted to challenge the employes as they came in to vote, coupled with the threat to remove the plant, resulted in the Woolen Workers Federal Labor Union losing the election by a few votes.

The A. F. of L. union filed a complaint with the National Labor Relations Board charging the company with intimidation and coercion under the unfair labor practices provision of the Labor Relations Act. The trial was held in Indianapolis, lasting six days. Following the evidence presented by the American Federation of Labor the company agreed to pay back wages to the employes discriminated against and to reinstate them. The back wages ranged from $28.03 to $387.36, the total amount being $2165.05.

It was also agreed that an election would be held with the American Federation of Labor and the Committee for Industrial Organization on the ballot, with the result that the C. I. O. received just seven votes more than zero, with the A. F. of L. vote totaling 123. The 74 blank ballots were interpreted by union officials as showing that the company still tried to dominate the organization to which their employes belonged.

BRUSH WORKERS WIN AGREEMENT IN TROY

A. F. of L. Union Contract With Hughes-Autograf Brush Company Includes Closed Shop, 40-Hour Week and Arbitration of Grievances.

By A. F. of L. Weekly News Service.

Troy, N. Y.—With a 14-page contract definitely setting forth hours, wages and working conditions, on a closed-shop basis, Brush Workers' Local Union No. 20468, affiliated with the American Federation of Labor, won signal advances in negotiating a union agreement with the well-known Hughes-Autograf Brush Company, Inc., of this city, following a seven weeks' strike, in which the workers stood valiantly by the principle and demands of their strong union.

Strikers Reinstated

Terms of the agreement provided that "All regular employees listed on the payroll of May 24th, 1938, whether on strike or not, as well as any regular employe who was laid off within thirty (30) days before May 24th, 1938, will be put back to work as quickly as production requirements permit, on a seniority basis, before new employees are hired." That, of course, is simply a way of saying that the strike victory is complete, in that every person who participated in the strike must be re-employed before any new workers are put on.

Union Membership Required

In consequence of the contract, employees who have not been members of the union will be obliged to join the union within a period of eight weeks from the date of his re-employment. A grievance committee is to be set up and supervised by John Van Vaerenewyck, A. F. of L. representative, composed of union employees, which will deal with the company in considering and settling any differences arising between the company and the union under the contract.

Temporary employees and apprentices are subject to all the terms of the contract, unless otherwise specifically provided, and the apprentice period shall not be longer than six months. Also, no apprentice shall receive less than $11 per week, and each apprentice shall receive $1 increase per week, until such apprentice reaches the minimum established for his respective classification.

Overtime Pay for Holiday Work

The contract establishes the 40-hour work week, of five consecutive days, beginning each Monday and continuing through Friday, which means, of course, the 8-hour work day. Hours in excess of eight per day or forty per week shall be deemed "overtime," requiring the payment of wages at the rate of time and one-half. Legal holidays recognized include New Year's Day, Decoration Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas; any work which may be necessary on any of these days requiring overtime pay.

Seniority rights are established for all employees, on the basis of an approved list posted in the company's plants. The list, as required by the contract, shall be based on plant seniority and subdivided according to departmental seniority.

Arbitration of Grievances

The contract provides for setting up a Board of Arbitraton, consisting of two members representing employees and two members representing the company. All complaints shall be referred to this Board within specified time. In case of inability to agree on any particular question, it shall be referred to John N. Forster, of Albany, who has been designated as the impartial chairman of the Board, his final decision being regarded as binding upon both parties.

Officers of the union point out that products of the Hugh-Autograf Brush Company, Inc., made in the firm's Troy, N. Y., plant, are now strictly union-made.

CHEMICAL WORKERS GAIN SOLE BARGAINING PACT

Agreement of A. F. of L. Union With Davison Chemical Corporation of Baltimore Also Provides Eight-Hour Day and Five-Day Week.

By A. F. of L. Weekly News Service.

Baltimore, Md.—Chemical Workers' Union No. 20056, affiliated with the American Federation of Labor, recently secured a union contract with the Davison Chemical Corporation, under which members of the union employed by the company at the Curtis Bay Plant here are now working.

The contract recognizes the union as the sole collective bargaining agency for employees of the company at the Curtis Bay Plant in all routine work directly connected with processing operations in the manufacture of finished products, including such stevedoring and shipping as is not done by members of the International Longshoremen's Association. Janitors and watchmen are included.

Minimum Wage Fixed

A minimum wage rate of 50 cents an hour is set up, except for employees partly incapacitated by age or otherwise, with higher rates for varying classifications. The eight-hour day, with the five-day week, is made general, although certain employees have the 42-hour week. All overtime work calls for payment of time and a third.

Vacations with pay are provided all employees who worked 1,000 or more hours during the previous year.

Any employe reporting to work upon specified instruction by his foreman will be entitled to receive at least two hours' work.

Seniority rights are established by the contract, which also makes provision for the orderly adjustment of grievances. The agreement remains in effect for one year, with the proviso that either party shall give notice in writing at least 30 days prior to the termination date; otherwise the same agreement will continue in effect another year.

Machinists Gain Many Pay Boosts

(Continued from Page 1)

work performed by the Machinists Association.

In Hollywood, California, an agreement negotiated with five theater supply houses resulted in a wage increase of 17 cents per hour for picture machine mechanics, establishing a minimum hourly rate of $1.50.

The agreement negotiated with the U. S. Pipe Bending Company, San Francisco, California, granted a wage increase of 10 cents per hour for machinists, welders and helpers, establishing a minimum rate of $1 per hour for the former and 75 cents for the latter.

In Burbank, California, wage increases as high as 12 cents per hour were secured for machinists employed by the Lockheed Aircraft Corporation.

The agreement negotiated with the Wilder and Miller Body Shop, Boise, Idaho, increased the wages of mechanics from 90 cents and $1 to $1 and $1.10 per hour, and the wages of helpers from 65 cents to 75 cents per hour.

$4 Per Week Increase in Evansville

In Evansville, Indiana, agreements negotiated with the F. W. Cook Company and Sterling Brewers, Inc., a wage increase of $4 per week was secured, resulting in a minimum weekly wage of $40 for journeymen machinists and $43 for lead machinists.

An agreement signed by the Newport Auto Sales, Newport, Ky., included hourly wage increases of 15 cents.

The agreement negotiated with the Barksdale Transportation Company, Shreveport, Louisiana, changed the wage rates for auto mechanics from 32 cents per hour to 70 cents.

In Boston, Massachusetts, the wage rates of auto mechanics employed by the Consolidated Motor Lines, Inc., were increased $3.55 per week, establishing a minimum weekly rate of $39.05.

The agreement negotiated with the Service Conveyor Company, Detroit, Michigan, secured wage increases as high as 10 cents per hour, establishing a minimum hourly rate of $1 for millwright machinists and 75 cents for helpers.

In St. Louis, Missouri, an agreement with the Southside Machine Company included wage increases ranging up to 25 cents an hour, establishing a minimum hourly rate of 85 cents for journeymen machinists, 60 cents for helpers, and 40 cents for apprentices.

Agreements negotiated with three garage firms in Springfield, Missouri, included wage increases ranging to ten cents per hour.

Forty-Five Cents An Hour Increase In Jersey City

In Jersey City, N. J., the agreement with the Air Reduction Sales Company provided wage increases of 20 cents an hour for machinists; 15 cents an hour for tool and die makers, helpers and apprentices; 20 cents an hour for apprentices, and 45 cents an hour for production workers.

In East Liverpool, Ohio, the Crockery City Ice and Products Company signed an agreement providing a wage increase of 20 cents an hour for auto mechanics, establishing a minimum hourly rate of 25 cents.

The Indiana Truck Service, Philadelphia, Pennsylvania, signed an agreement providing for wage increases ranging to 15 cents per hour, establishing minimum hourly rates of 90 cents for auto mechanics and 75 cents for helpers.

A "memorandum of understanding" reached with the Bexar County Road Commissioners, San Antonio, Texas, included a wage increase of 22½ cents per hour, establishing a minimum hourly rate of 85 cents for machinists and auto mechanics.

The Southwestern Greyhound, Inc., Fort Worth, Texas, signed an agreement for hourly wage increases ranging up to 9 cents, establishing a minimum hourly rate of 79 cents for journeymen machinists, foremen and employes on night shifts to receive a 10 per cent. higher rate.

The Schlumberger Well Surveying Corporation, Houston, Texas, signed an agreement including wage rate increases ranging to 22 cents an hour, establishing a minimum hourly rate of $1.05 for tool and die makers, 90 cents for machinists, and 85 cents for specialists.

$2 Per Day Raise in Seattle

The Stevens and Bach Company, Seattle, Washington, signed an agreement raising the wage rate of working foremen from $175 per month to $1.10 per hour, and the wage rate of auto mechanics from $6 per day to $8.

In Vancouver, Wash., the Fred Meridan Auto Service Company signed an agreement providing 5 cents an hour wage increase, establishing a minimum hourly rate of 80 cents for auto mechanics.

Six Wage Boost Pacts in Milwaukee

In Milwaukee, Wisconsin, six wage increase agreements were negotiated. The Perfex Corporation signed an agreement raising the wage rate of tool and die makers 10 cents per hour, establishing a 90 cent minimum hourly rate; piece work prices for production workers were adjusted to provide an increase of 22 cents an hour. The agreement with the Ampco Metel, Inc., provides for wage increases ranging to 5 cents per hour. In an agreement with two dairy firms a 2½ cent hourly wage increase was granted, establishing a minimum hourly rate of 82½ cents for auto mechanics and 72½ cents for helpers. An agreement with two other dairy firms secured a 2½ cent wage increase for auto mechanics, establishing an 82½ cent minimum hourly rate.

In Cheyenne, Wyoming, agreements signed with 17 garage firms obtained approximately a 10 per cent wage increase.

ZANDER HEADS STATE EMPLOYES FEDERATION

Convention Also Re-Elects Chapman to Office of Secretary-Treasurer.

By A. F. of L. Weekly News Service.

Arnold S. Zander, president, and Gordon W. Chapman, secretary-treasurer of the American Federation of State, County, and Municipal Employes were unanimously re-elected to office by delegates to the Third International Convention of the Federation, held recently in Atlanta, Georgia.

Seven of the ten vice-presidents of the Federation were also re-elected. They are Wallace T. Crosson of Buffalo, N. Y.; George L. Turner of Richmond, Va.; Fred K. Stephens of Atlanta, Ga.; Frank C. Snyder of Columbus, Ohio; James M. Clancy of St. Paul, Minn.; Clifford B. Noxon of Denver, Colo.; and Mrs. Mary Bannon of Seattle, Wash.

The Federation's three new vice-presidents are John T. McCann of Chicago, H. Z. Collier of El Paso, Texas, and W. B. Stewart of Stockton, California.

Convention delegates voted to hold their 1940 convention in Duluth, Minnesota.

The headquarters of the Federation are in Madison, Wisconsin.